UCSF
Newsbreak

News for the UCSF Campus Community

VOL. 12, NO. 7 APRIL 12, 1997

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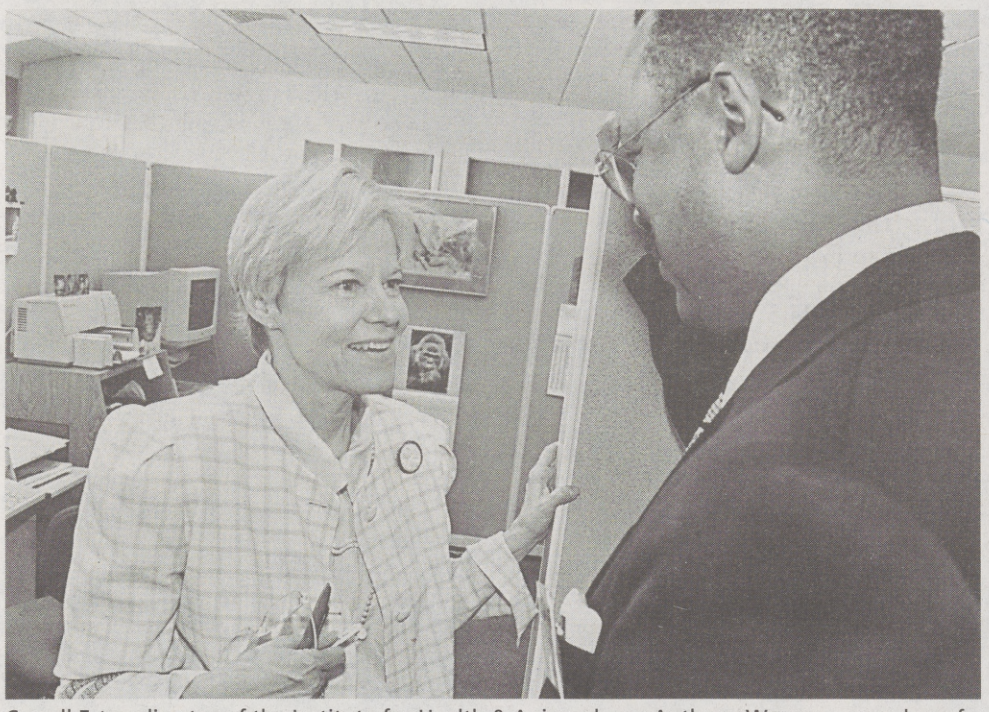


Chris T. Anderson

Carroll Estes, director of the Institute for Health & Aging, shows Anthony Wagner, a member of the Institute's advisory board and executive administrator of Laguna Honda Hospital, the new Center for Healthy and Active Aging at Laurel Heights.

A center for healthy aging is born

By DALE MARTIN

If anyone knows the fine art of healthy aging, it's Walter M. Bortz II. At 67, Bortz is a specialist in internal medicine for the Palo Alto Medical Foundation and a marathon runner who is helping to reshape the way folks think about growing older. In his recent book, "Dare to Be 100," Bortz says people can live to be a centenarian through healthy living.

"Healthy aging is largely in our control. It is not our government's or our parents' responsibility. Healthy aging is our job," Bortz says. "It needs guts and smarts."

Empowering people toward healthier lifestyles is the focus of the new Center for Healthy and Active Aging, a program of the UCSF Institute for Health & Aging. Celebrating its 10th anniversary on April 2, the Institute announced the opening of the center. Bortz, whose financial grant has served as a cornerstone for the new center, was the distinguished guest speaker at that event.

In addition to the launch of the center, the anniversary celebration introduced the appointment of Regents' Professor Shirley Chater, former UCSF vice chancellor, who has served the past three years in Washington, DC, as the US Commissioner of Social Security. Chater will spend the year with the Institute lecturing on gerontology, women's issues, and public policy.

Although there has been much talk about older adults maintaining active lives, research is lacking on the topic.

"Most research and policy regarding older adults focuses on disability and the frail elderly," says Anita Stewart, UCSF professor and director of the center. "Fewer resources are allocated to the prevention of disability and frailty."

Stewart disputes the notion that frailty is necessarily a byproduct of aging.

"Getting frail is not just due to getting old. It's due in part to getting older and in part to not maintaining muscle use," she says. "We want to educate people that functional decline is not inevitable."

But that may take a nationwide effort, Stewart acknowledges. Current research suggests that nearly 75 percent of older adults maintain sedentary or underactive lifestyles.

Research shows that exercise is beneficial for persons with virtually all types of chronic conditions. Although physicians should be recommending exercise as the

(See **Aging** on page 7)

UC conference tackles informatics issues

By LISA CISNEROS

Weeks before the campus unveiled its electronic daily on the Internet, a group of UCSF faculty, students and staff attended a systemwide conference to discuss the impact information technology will have on education.

"Our campuses deploy and use these tools everywhere, from electronic mail to online catalogs and digital content, to web pages and high-end multimedia educational tools," UC President Richard Atkinson told participants at the recent conference at UCLA.

The development of instructional multimedia programs, as well as of communications, research and administrative tools, is propelled by the creativity and ingenuity of UC faculty, students and staff in virtually every discipline and across many departments systemwide.

The problem, however, is overcoming obstacles — lack of time, money and incentives — which inhibit the use or development of new technology, UCSF conference attendees say.

The conference was called to outline the challenges UC faces and to set new directions for incorporating new information and communication technologies into teaching, says M. Stuart Lynn, associate vice president for information resources and communications in the Office of the President, who co-chaired the event.

"The conference energized and mobilized faculty about technology and informed us all about what incredibly exciting things others are doing on various campuses," says Holly Wilson, a UCSF professor of mental health, community and administrative nursing. "It gave us a chance to talk about some of the more thorny issues as well."

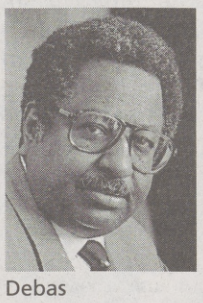
Indeed, as computers work their way into elementary schools across the state, UC is challenged to bring its teaching up to speed for students, many of whom are increasingly computer-wise. "How are we going to prepare for these computer-savvy students and make them feel like they're

(See **Conference** on page 6)

Debas named chancellor

The UC Board of Regents yesterday endorsed Haile Debas, dean of the School of Medicine, as the next UCSF chancellor beginning July 1.

As Newsbreak went to press, Debas was being appointed Chancellor during a special teleconferenced meeting of the Regents. The appointment will give UC President Richard Atkinson time to find a permanent replacement for Chancellor Joseph Martin, who is leaving this summer to become dean of the Harvard School of Medicine.



Debas

Debas, who says he will not be a candidate for the chancellorship, will continue in his role as dean. A renowned surgeon, scientist and teacher, Debas has served as medical school dean at UCSF since 1993. During his tenure, the UCSF School of Medicine has consistently ranked among the top in the country. Prior to becoming dean, Debas chaired the UCSF department of surgery since 1987.

Dawn of Daybreak

Debas' appointment coincides with the premier of Daybreak, an electronic daily news source available at http://itsa.ucsf.edu/~dybreak.

Andy Evangelista, editor, bumped up the debut of Daybreak to cover the story. "When big events like this one happen, Daybreak will be able to report it almost immediately to our readers," Evangelista says.

To be published Monday through Friday, Daybreak will deliver the latest news — whether on events related to the UCSF-Stanford merger or research breakthroughs. Offering links to outside news and information sources, the online daily will include features on campus people and programs as well as have calendar, sports and entertainment sections that will be updated regularly.

Commission urges changes to curricula

By BRAD FOSS

The University of California, which graduates two-thirds of all medical students statewide, is striving for a balance in its medical schools' curricula, one that addresses managed care without discarding the best of traditional biomedical education.

The UC Commission on the Future of Medical Education, an independent team of state and national leaders in medical education, public health administration and health care delivery, presented preliminary observations and policy options on how UC's medical schools might adapt to the evolving health care environment at a recent forum at Laurel Heights.

The report highlights the radical shift of the state health care system from a supply- to a demand-driven delivery system subject to market forces that set price/cost and quality. Academic health centers are challenged to adapt to these dramatic changes, says Thomas Langfitt, chair of the commission "not only to survive, but to thrive in the new environment."

A final report will be presented in June to UC President Richard Atkinson when the commission will recommend "core competencies" as graduation requirements, as well as policies aimed at training "the appropriate number, distribution, and mix of physicians" in California.

Calling the report a "blueprint" for change, UCSF neurosurgeon Charles B. Wilson, a member of the commission's executive staff and senior associate to the UC President on Medical Affairs, says more teaching needs to take place in outpatient settings, especially at managed care practices, "where medicine is actually practiced." He says educators need to place a greater emphasis on how to care for entire populations, in addition to individual patients. Preventive care is of the essence and more generalists are needed, especially in inner-city and rural areas, Wilson adds.

"The commission is not going to micro-manage curricular changes," says Wilson. "But as a public University we must be sensitive to what the public needs in regards to health care." Wilson acknowledges that many of the recommended educational changes are already taking place in the areas of epidemiology, family and community medicine, communication skills and health economics.

Not all UC faculty believe managed care should be relied upon too heavily as a model for educating health care professionals. They worry that a curriculum based on current market trends will erode the academic mission.

(See **Education** on page 2)

Coates to direct AIDS Research Institute

By ALICE TRINKL

Thomas J. Coates has been named director of the recently established UCSF AIDS Research Institute.

The UCSF AIDS Research Institute (ARI) was created to build upon the existing internationally recognized AIDS programs at the University and to foster a collaborative effort between them. While each of the independent AIDS research and patient care programs will continue to exist in its current form, the ARI will bring together the basic, clinical and prevention research activities at UCSF under one umbrella, with the goal of integrating these diverse activities and pooling resources.

Coates

"I am very pleased that Dr. Coates has accepted the position of director of the AIDS Research Institute," said Haile T. Debas, dean of the UCSF School of Medicine. "The ARI will be an important addition to the University and will also be one of the largest collaborative AIDS research efforts in the country. We anticipate significant

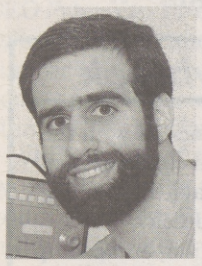
(See **Coates** on page 2)

Honors & Awards

Susan Folkman, adjunct professor of medicine and psychology: Awarded honorary doctorate from the University of Utrecht on March 26. A health psychologist, Folkman received the award for her work on psychological stresses in caregivers of dying AIDS patients.

Nick Kanas, professor of psychiatry at UCSF and assistant chief of psychiatry at the SF VAMC: Invited to serve as a member of a national panel to contribute information on behavioral issues in a report advising NASA on the direction of its biological and biomedical research programs for the next decade.

Daniel I. Sessler, associate professor of anesthesia: Received the Inaugural Anesthesia Research Prize of $3,000 given by the Austrian Society of Anesthesia and Intensive Care for his work on two large outcome studies published in The Lancet and the New England Journal of Medicine. The former showed that a slight decrease in body temperature during surgery significantly increases blood loss and transfusion requirement. The latter demonstrated that a slight decrease in body temperature triples the rate of surgical wound infection and significantly prolongs duration of hospitalization.


Sessler

John Urquhart, adjunct professor of biopharmaceutical sciences: Awarded honorary doctorate from the University of Utrecht on March 26. A visiting professor of pharmacoepidemiology at Maastricht University, The Netherlands, Urquhart was commemorated with a symposium entitled, "Bridging the Gap Between Efficacy and Effectiveness: An Important Learning Cycle in Drug Development." Urquhart is recognized for helping to start the discipline of pharmacoepidemiology in the Netherlands and for contributing to the formation of a network of pharmacies there.

School of Dentistry, Clinics & Administration Unit: Received outstanding employee awards at the staff in-service program held April 2 and 3. Part of the an incentive program for staff, these awards are given to employees with outstanding performance records in the previous year. Staff recognized were: Joyce Adams, Gina Dossey, Eugenio Espiritu-Santos, Mindy Jew, Giselle Martin, Maribeth Mastrianni, Cory Price, Laurie Rojas, Eric Schwarz, Bettie Taylor, Nancy Uyemura and

Mahley steps down as Gladstone director

The founding director of the Gladstone Institute of Cardiovascular Disease, Robert W. Mahley, UCSF professor of pathology and medicine, has announced that he will step down from the directorship when his successor is appointed in order to focus more attention on his role as President of the J. David Gladstone Institutes and to devote more time to his research interests.

Mahley

In announcing his decision, Mahley said that a new director for the Institute would be selected following an international search for an outstanding cardiovascular disease investigator. The search committee will be comprised of about 10 Gladstone and UCSF faculty members, as well as two senior scientists in the field of cardiovascular disease research who are not from UCSF or Gladstone.

"The directorship of the Gladstone Institute is the most exciting and challenging position that I could have ever imagined, and it has been my pleasure to have had the honor to serve Gladstone science in this way. However, it's time for new blood to move us to greater accomplishments for the future," Mahley said.

The Gladstone Institute of Cardiovascular Disease was established in 1979 by the trustees of the J. David Gladstone Institutes. The Institute is affiliated with UCSF and located on the San Francisco General Hospital campus. In 1991, the trustees established the Gladstone Institute of Virology and Immunology, also at SFGH, in collaboration with UCSF, the State of California and the City of San Francisco.

Mahley was appointed President of the J. David Gladstone Institutes, which oversees the operations of both Institutes, in 1992.

Publications

Colleen Johnson, professor emeritus, epidemiology and biostatistics, and **Barbara Barer,** staff research associate: Co-authored "Life Beyond 85 Years," which covers health and physical status, family and social relationships, quality of life for the elderly as well as the implications that an increase in life expectancy will have on families and society. The book features vignettes that illustrate how the eldest elderly perceive and interpret the world. Published by Springer Publishing Company, New York, NY.

Bruce O. Berg, professor of neurology and pediatric, director of child neurology emeritus: Edited and co-authored, "Principles of Child Neurology," published by McGraw-Hill, New York, 1996.

Berg

Devron Char, director, ocular oncology unit, professor of ophthalmology: Authored "Clinical Ocular Oncology," the second edition of a textbook on eye tumors. Published by Lippincott Press.

Contracts & Grants

Richard A. Smith, clinical professor, oral and maxillofacial surgery: Received $245,680 from the Block Drug Co., to cover expenses for studying early bone loss around dental implants.

UCSF Institute for Health Policy Studies: Received a three-year, $2.4 million grant from the Robert Wood Johnson Foundation for a project titled "Improving Quality by Restructuring Provider Payments." The goal of this project is to develop adjustments to capitation rates that will permit health plans and providers to be compensated fairly for covering individuals with expensive medical needs and have incentives for improving quality of care. The new study, which builds on earlier work, will be led by Professor Harold Luft, director of the Institute and principal investigator of the project, in collaboration with other faculty at the Institute and at UCSF, as well as with four health plans from across the US.

Yu receives radiology fellowship

Kyle K. Yu, assistant clinical professor, has been selected to receive a 1997 GE-AUR Radiology Research Academic Fellowship, one of only four young radiology investigators in North America to be honored this year. He was recommended by the senior faculty in the UCSF department of radiology and selected on the basis of his proposed research project.

"GE-AUR Fellowships help address the critical shortage of funding for scholarly research in radiology that often forces many of our most promising young investigators into non-academic medicine," says Ron Arenson, professor and chair of radiology at UCSF. "Such support is vital in helping young investigators like Dr. Yu launch productive careers in radiology research."

Research fellowships are co-sponsored by the Association of University Radiologists and GE Medical Systems, a leading supplier of medical diagnostic imaging technology. The award provides recipients a stipend of $50,000 for each of two years to allow them to devote at least half their working time to approved research projects in such areas as health outcomes, technology assessment or related areas.

Yu's winning research project is entitled, "Prediction of Progression-Free Survival in Patients with Prostate Cancer: Comparison of MRI Imaging with Spectroscopy, Transectal Ultra sound with Doppler, Sextant Biopsies, and Multivariate Prediction — A Prospective Study."

A native of Hong Kong, Yu received a BS degree with distinction in biological sciences from Stanford University in 1985 and an MD from UC San Diego in 1989.

Private Support

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received March 16-22, 1997.

$100,000 - $499,999
Eli Lilly & Company

$25,000 - $99,999
Alfred Otjen

Education (from page 1)

Educators must be concerned that common managed care practices, such as brief patient visits, do not conflict with a student's exposure to appropriate disease diagnosis and treatment, says Emilie Osborn, UCSF associate dean for student and curricular affairs and professor of family and community medicine.

"My trepidation is not in teaching students about cost-effective medicine. It is in placing cost before patient care," she says.

Changing role of physicians

The Commission's report calls attention to the changing role of the physician, due in part to the demand for low-cost care and the increase of other health professionals with many of the same skills.

Many technical activities once relegated to physicians are now performed by physician assistants and nurse practitioners. Patient surveys show a high level of satisfaction with their work. "Physicians no longer have a monopoly on clinical knowledge," the Commission reports. "It is unclear which functions physicians will want to continue."

The Commission calls for studying the state's health care workforce to adjust the number and mix of health care professionals educated in the UC system. With a 20 to 40 percent surplus of specialists, medical schools should be graduating more generalists who play key roles guiding patients through health maintenance organizations, says Fitzhugh Mullan, a clinical professor of pediatrics and health care sciences at the George Washington University School of Medicine, keynote speaker at the forum.

The overabundance of specialists at UCSF became well-known last year during the formation of the Brown & Toland Medical Group. The majority of the group's primary care physicians came from California Pacific Medical Center.

In order to meet California's health care needs, the Commission underscores the need to train more minority physicians, who are more likely than white physicians to practice in low-income, racial/ethnic minority communities. The disparity of minority physicians based on population is most severe among Hispanics, who account for 26 percent of the state's population but only 4 percent of California's physician workforce. Very much aware of these figures, UCSF recently opened its Latino Center for Medical Education in Fresno to boost recruitment and training among this group.

Osborn adds that the health industry's private sector needs to increase their investment in future doctors. Large purchasing pools are effective in bringing down the price of health care to the consumer, she says, but they have not played a large enough role in supporting education. "They can't just expect to wait at the end of the feeding trough," she says.

Says Steve McDermott, chief executive officer of the Hill Physicians Medical Group, "Purchasers don't look at academic medical centers as anything different than other providers they may deal with." He says that in order for UC to remain competitive it must spend considerable resources educating purchasers about how research activities at academic medical centers are incorporated in the higher costs, as well as the benefits bench-to-bedside knowledge brings to the patient.

Coates (from page 1)

scientific results will come from this union of researchers and resources, results that will benefit mankind."

The suggestion to form the ARI came from a UCSF task force that was charged with assessing UCSF's current AIDS efforts and with looking forward ten years, Debas said.

The ARI will continue the University's mission to serve the public by forging scientific advances in the prevention, understanding and treatment of HIV infection, he said. Building upon the outstanding reputation and work of the many existing HIV/AIDS programs at UCSF, the ARI will serve to stimulate rapid scientific advances, maximize communication and collaboration and utilize resources efficiently.

Several priorities have already been defined by the ARI Executive Committee, Debas said, including improving therapies for HIV; vaccine development; the dynamics and prevention of the transmission of HIV; AIDS policy and ethical issues; community collaboration; and international and strategic initiatives in HIV science.

Members of the ARI Executive Committee, in addition to Coates, who will help govern the AIDS Research Institute, include Margaret Chesney, UCSF professor of medicine; Warner Greene, director, Gladstone Institute of Virology and Immunology, UCSF professor of medicine and microbiology; John Greenspan, chair, stomatology, UCSF School of Dentistry; Jay Levy, UCSF professor of medicine; Paul Volberding, director, UCSF AIDS Program/SFGH, UCSF professor of medicine; and Diane Wara, director, UCSF Pediatric AIDS Program, UCSF professor of pediatrics.

The ARI administrative staff will be located at 74 New Montgomery St. The email address is ARI@quickmail.ucsf.edu.

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Deadline for the next issue, to cover April 26 — May 9, 1997, will be on **Tuesday, April 15.** Please send news to Lisa Cisneros, 476-3256 or (cisnero@itsa.ucsf.edu), and calendar items to Brad Foss, 476-3163 or (bfoss@itsa.ucsf.edu), both at Box 0462. Fax last-minute copy to 476-3541. For address and distribution changes, call C.J. Burleson at 476-6791. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. To view this communication in an alternate format, contact Cisneros at 476-3256 with your suggestions.

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Handbook gives tips on how to advance

By BRAD FOSS

The road to upward mobility is seldom a ride in the fast lane. And if you're a woman, or particularly a woman of color, that road may contain traffic snarls and red lights.

Women and minorities may be overlooked for leadership positions, and they are often ill-informed about the avenues for advancement at UCSF, says Elba Clemente-Lambert, a senior labor relations analyst who has worked for more than 20 years at UCSF. "There is institutionalized racism, sexism and homophobia throughout society, whether it's intentional or not," she says.

In an effort to help staff navigate the University system, Clemente-Lambert and other members of the Chancellor's Advisory Committee on the Status of Women authored a recently published handbook titled "Getting There From Here: A Staff Mobility Guide."

One co-author, Carolyn Koster, a retired management services officer in the department of stomotology, is one of this year's winners of the Chancellor's Award for the Advancement of Women.

The 53-page guide aims to empower female staff to further their careers by providing them with basic job search techniques and an informed overview of the complex employment structure at UCSF.

Editor's note: This is the first of a two-part series about women at UCSF. This first part looks at how senior staff have collaborated on a new manual to guide the careers of their colleagues on campus. Part two will look at ongoing efforts to recruit, promote and retain leaders among women faculty.

"I think many of us felt a moral obligation to share this information as a way of helping people negotiate the bureaucracy," says Clemente-Lambert, one of the senior-level women who volunteered on the project for nearly seven years. "Because, if you're not 'connected,' you don't know where to go for information."

The easy-to-understand book, which is dedicated to the late Rachel Bernstein for her tireless efforts on behalf of workers, describes the unique mechanisms of employment and advancement at UCSF, including definitions of terms such as "step and merit" and "reclassification," which are crucial to mobility within the system. Readers are cautioned to examine their long-term goals and to be realistic in determining which of them are attainable before making any employment transition decisions.

UCSF's personnel structure is pyramidal, for instance, meaning that the availability of jobs decreases as staff get closer to the top. "It's important to use this guide with the reality of that situation," says Amy Levine, director of the Women's Resource Center and a co-author of the guide. "It takes someone willing to work with you and promote you," she says. The guide lists several mentoring opportunities at UCSF.

Myriad job progressions are discussed, including lateral moves, exploratory moves, staying put and even "downward moves." Upward mobility, however, is the book's primary focus.

"We were concerned that women get clustered in administrative or clerical positions," says Levine. Though it is geared toward a female audience, the information in the handbook is by no means gender exclusive, she adds.

Yet even the most ambitious individuals equipped with this information – male or female – still need a supportive supervisor to help move them along their career path. This holds true for faculty members, too, says Diane Wara, associate dean for women and minority affairs in the School of Medicine. Wara is working with others to correct the underrepresentation of women and minorities as professors, chairs and deans at UCSF.

"It takes a real commitment on the part of the leadership to affect change," Wara says.

The book should, at the very least, create a more competitive workforce, authors say. "It will not level the playing field. It'll hopefully get more people out onto the field to play," says Clemente-Lambert.

For a copy of "Getting There From Here," send your name and address to the Human Resources Development and Training Division, Box 0834, or check it out online at www.ucsfhr.ucsf.edu.

Chris T. Anderson

Winners of the Chancellor's Award for the Advancement of Women are from top, left, Kathleen Giacomini, Lisa Kim-Shapiro, Carolyn Koster, Rebecca Jackson and Karen Newhouse.

Five receive awards for efforts on behalf of women

Five women who have been involved in campus efforts designed to improve career opportunities for women at UCSF were honored on Monday with the Chancellor's Award for the Advancement of Women.

This year's recipients are: Kathleen Giacomini, professor of biopharmaceutical sciences; Carolyn Koster, retired management services officer of the department of stomatology; Karen Newhouse, special assistant to the vice chancellor of administration; Rebecca Jackson, a resident in the department of obstetrics, gynecology and reproductive sciences; and Lisa Kim-Shapiro, a graduate student in the department of pharmaceutical chemistry.

Chancellor Joseph Martin said it was especially gratifying to him to present the annual award, which was initiated during his first year as chancellor.

"I regret that this is the last year I will present these awards, but I am pleased that now they are a UCSF tradition," Martin said at the ceremony in Toland Hall.

Sexual harassment office analyzes three-year statistics

By LISA CISNEROS

Women still file about 80 to 85 percent of the sexual harassment claims at UCSF, but the Office of Sexual Harassment Prevention & Resolution is seeing a greater influx of men.

"There is a perception that sexual harassment prevention is another service for women," says Alma Sisco-Smith, coordinator. "And while the majority of cases do involve women, that doesn't mean men aren't filing complaints or getting harassed. For example, we have seen an increase in same-sex sexual harassment complaints."

Sisco-Smith

To curb this problem before it escalates, the Office revised its campus policy to include same gender sexual harassment and is sponsoring a campuswide forum on the topic on Thursday, May 15. See page 5 for details.

Analyzing statistics over the three years the Office has existed, Sisco-Smith reports that overall, the number of reported incidents alleging sexual harassment at UCSF has doubled from 21 in 1993-94 to 42 in 1995-96. Of the 42 reported incidents, 39 involved consultations about how to handle the situation. All but three were resolved informally that year, Sisco-Smith says.

Historically, 90 percent of all reported incidents involve one person saying something inappropriate to another. The rest involve some form of touching or unwanted behavior, such as repeatedly asking for dates.

Sisco-Smith views the increased number of cases brought forward for resolution with measured optimism — as awareness of the problem grows. "The point is people are coming forward. Statistically, we know that's difficult to do."

Indeed, many studies show that about 90 percent of all harassment episodes are never officially reported by those who receive inappropriate behavior. Based on past campus surveys, many are reluctant to bring complaints out of fear for their careers, jobs or success (grades/evaluation,) says Sisco-Smith.

Sisco-Smith is especially concerned that students and postdocs, those least likely to report an incident at UCSF, are among the silent majority. "Those individuals are less comfortable of coming forward because they have so much riding on their education. I fear that they may be held hostage to their career goals," she says.

Although the UCSF policy on sexual harassment prohibits retaliation against any individual who complains about sexual harassment, and states violators are subject to disciplinary action up to and including dismissal, the policy can't alone assure reprisal will not occur. "This naturally adds to the fear," Sisco-Smith says.

Others don't report sexual harassment because they think their charges wouldn't be taken seriously, she says. This belief stems from the attitude of some who say such complaints are often frivolous, unfounded or pure fiction.

"This notion about false accusations concerns me," Sisco-Smith says. Recently, when a few faculty members suggested the policy include a statement about false claims, Sisco-Smith and a Policy Review Committee considered and then rejected it. "Any false accusations are violations of existing University policy. To put such a statement in the sexual harassment policy — when it is not written in other policies — would have a chilling effect for some. A person who files a false complaint has a bigger problem to contend with by the end."

"That's not to say that false accusations don't exist," she says. "But no charge of sexual harassment will be taken on face value. The standards of good investigation, on balance with due process, enable investigators to make a finding that is fair."

The key, says Sisco-Smith, is resolving the complaint before the problem progresses to the point of creating major rifts among colleagues. "It's a very delicate balance."

In 1994-95, three lawsuits were filed, two of which were later dropped. The following year, only one case went unresolved from the perspective of the complainant, although UCSF's response was "swift and serious," says Sisco-Smith.

To dispel the myths of sexual harassment, the Office offers formal and informal counseling. The Office educated 5,816 employees across all departments on campus last year alone. UCSF has recruited the talents of a cadre of trained faculty and staff who are becoming experts on the subject. They are Sandra Avila and Mark Paschal of the Affirmative Action/Equal Opportunity Office, Amy Levine of UCSF Women's Resource Center, Zina Mirsky in the School of Nursing and Diane Wara in the School of Medicine. In addition, a network of campus advisors, and key resource persons, are available to work with Sisco-Smith as situations arise.

The Office's comprehensive web site is another great resource for those seeking clarification on sexual harassment. Visit the site at www.oshpr.ucsf.edu.

April 12–25, 1997

13 Sunday

THE GRAND CELEBRATION: UCSF pianists perform, 7 p.m., Laurel Heights Auditorium. Tickets are $3/5. Call 476-2542.

14 Monday

BETTER VISION NOW: Douglas Holsclaw, assistant clinical professor of ophthalmology, will talk about new surgery options for the correction of nearsightedness and astigmatism – from laser surgery to corneal implants, 6 p.m., UCSF Ophthalmology Clinic, 359 San Mateo Drive, Suite 1, San Mateo. Free. Call 476-5021.

15 Tuesday

NEWSBREAK/MEDSOUNDS DEADLINE FOR NEXT ISSUE

NEW EMPLOYEE ORIENTATION: S 214, 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

CANCER RISK REDUCTION: Learn to reduce the incidence of cancer, increase the rate of early detection and reduce the growth rate for cancers, 9:30-11:30 a.m., UCSF/Mount Zion. Sponsored by Brown & Toland Medical Group. Call 749-4015.

EARTH WEEK FAIR AT MCB: Information about conserving water and energy will be distributed, food and baked goods will be on sale and children will display artwork, 11 a.m.-1 p.m., Mission Center. Call 476-3257.

BROWN BAG LECTURE: Richard Sagebiel, director of the UCSF Melanoma Center, presents *Safe Sun,* a common sense approach to diminish the effect of sunlight on the skin, noon, Herbst Hall at Mount Zion. Call 476-4394.

NURSING LEADERSHIP TALK: Margretta Madden Styles, president of the International Council of Nurses, presents *The Importance of Nursing Leadership in Global Health Care*, 12-1 p.m., N 729. Call 476-4544.

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences., N 423, 12-1 p.m. Free. Call 563-4459 to register.

16 Wednesday

SOCIETY FOR BEHAVIORAL MEDICINE MEETING BEGINS: Margaret Chesney, co-director of the Center for AIDS Prevention Studies, is the keynote speaker of this event, which runs through Friday, April 18 at the Hyatt Regency Embarcadero. Call 597-9100.

CAMPUS BLOOD DRIVE: Drop by any time and donate, Millberry Union Conference Center, 9 a.m.-5 p.m. Snacks and a chance to win San Francisco Giants and Oakland Athletics tickets are included.

UC RETIREMENT SYSTEM MEETING: Learn about the features and rules of the UC 403(b) retirement plan and the fundamental concepts of investing, noon, N 729. Conducted by the UCSF Office of Benefits and Financial Planning.

EARTH WEEK: As part of the Brown Bag Lecture Series, Daniel Berman, research associate in the labor and occupational health program at UC Berkeley and author of *Who Owns the Sun?,* speaks about resource management at the community level, 12:10-1 p.m., N 225. Call 476-4394.

MEDITATION TO TREAT STRESS AND CHRONIC PAIN: Sponsored by the Institute of Healing Arts and Sciences, 6:30-8:30 p.m., N 729. Call 441-3731.

17 Thursday

STRENGTHENING SELF-ESTEEM IN GIRLS: As part of UCSF's celebration of Take Our Daughters to Work Day, Virginia Beane Rutter, faculty member at the C.G. Jung Institute, presents practical ways to instill confidence and healthy self-esteem in girls, 12:10-1 p.m., in Toland Hall. Call 476-5222.

CARBONE DISTINGUISHED LECTURER: David Lieberman, chief of the division of gastroenterology at the VAMC in Portland, Oregon, presents *Colon Cancer Screening in the 21st Century*, as the department of medicine's John V. Carbone Distinguished Lecturer, 12-1 p.m., N 225. Call 476-0938.

BROWN BAG LECTURE: Claude Hemphill, assistant clinical professor of neurology, presents *Stroke: An Ounce of Prevention is Worth a Pound of Cure,* noon, MCB 125. Call 476-4394.

CREDENTIALING: 21ST CENTURY MODELS: Margretta Madden Styles, president of the International Council of Nurses, presents this lecture, 4-5 p.m., N 217. Call 476-4544.

WILDERNESS FIRST-AID COURSE BEGINS: This 20-hour course meets four times during April and is sponsored by Outdoors Unlimited, UCSF's adventuring cooperative. For times and location, call 476-2078.

COLE HALL CINEMA: Millberry Arts & Performances presents *Big Night* (rated R). Children under 14 pay $2; UCSF students and MU members, $2.50; UCSF staff, seniors and other students, $3; general public, $3.50. Cole Hall. 5:45 and 8 p.m. (Film subject to change). Call 476-2542 or visit www.ArtsPerf.ucsf.edu.

18 Friday

EARTH WEEK FAIR: A parade of puppets on Parnassus and special children's art show. See page 6 for story.

REDEFINE AGING AND BEAUTY: Learn ten psychological and spiritual steps to agelessness and create joyful longevity through this program sponsored by the Institute of Healing Arts and Sciences, noon, N 225. Call 330-5353.

SPRING SKI EQUIPMENT SALE: Purchase items rented this season, from downhill to cross-country ski equipment, all on sale for 40 to 60 percent off of local retail prices. Runs through Friday, April 25. Call Outdoors Unlimited at 476-2078.

COLE HALL CINEMA: Millberry Arts & Performances presents *Big Night* (rated R). Showings at 6:30 and 8:30 p.m. See April 17 for ticket information.

21 Monday

STAFF APPRECIATION WEEK BEGINS: Recognize your staff with Bear Hugs recognition certificates. Portion of proceeds goes to EMPACT! Call 476-2675.

22 Tuesday

FIRST DAY OF PASSOVER

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences. N 423. 12-1 p.m. Free. Call 563-4459 to register.

23 Wednesday

UPROOTING RACISM: Focus group designed to open a dialogue about racism, noon. Sponsored by the Women's Resource Center. For location, call 476-5837.

BROWN BAG LECTURE: Paul Davidson, clinical professor of medicine, and Betty Dotterer, co-author, of *Understanding Fibromyalgia,* will discuss effective therapies for chronic muscle pains, 12:10 p.m., N 225. Call 476-4394.

LOSE FAT, KEEP MUSCLE: Learn how to increase metabolism to burn calories more effectively, 12:15-1 p.m. and 5:15-6 p.m., in the Millberry Conference Center. Call 476-3588.

BETTER VISION NOW: UCSF Beckman Vision Center, 8 Kirkham St., 6 p.m. See April 14 item.

24 Thursday

TAKE OUR DAUGHTERS TO WORK DAY: Millie Hughes-Fulford, adjunct professor of medicine and member of the NASA Space Shuttle Columbia crew, is this year's lunchtime speaker for this national event to stimulate girl's interest in academia.

TAY SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. For appointments, call 476-4080.

TERRAPIN LECTURE IN CELL BIOLOGY: Paul Nurse, director general of the Imperial Cancer Research Fund in London, presents *Controlling The Fission Yeast Cell Cycle* on Thursday, April 24, 3 p.m., in HSW 300. The event is sponsored by Terrapin Technologies and the cell biology program at UCSF. Call 476-5017.

COLE HALL CINEMA: Millberry Arts & Performances presents *The English Patient* (rated R). Showings at 5:45 and 9 p.m. See April 17 for ticket information.

25 Friday

HOSPITAL NEW EMPLOYEE ORIENTATION: Langley Porter Auditorium. 8:30 a.m.-1 p.m. Department personnel representatives call John Frank at 476-3001.

ALTERNATIVE THERAPIES FOR BACK PAIN: A documentary video titled *Healing Circles: Choices for Back Pain*, shows how acupuncture, yoga, ayurveda, homeopathy and psychiatry are used to treat back pain, noon, N225. Call 330-5353.

LANDBERG LECTURE: David Hawkins, a psychiatrist and co-author of *Orthomolecular Psychiatry* with Linus Pauling, will present a lecture on human psychology, noon, in Cole Hall. Sponsored by the Landberg Center for Health and Ministry. Call 564-3515.

COLE HALL CINEMA: Millberry Arts & Performances presents *The English Patient* (rated R). Showings at 6:30 and 9:30 p.m. See April 17 for ticket information.

PARNASSUS PLAYERS PERFORM: *The Good Woman of Setzuan,* a play by Berthold Brecht, directed by Augustus Schoen-Rene, opens in Toland Hall and runs through May 10. For showtimes and future performances, call 476-2542.

Location Key

ACC – Ambulatory Care Center, 400 Parnassus
C – Clinical Sciences Building, 521 Parnassus
CL – Campus Library, 530 Parnassus
HSW – Health Sciences West
MU – Millberry Union, 500 Parnassus
N – School of Nursing, enter at 513 Parnassus
S – Medical Sciences Building, 513 Parnassus
VAMC – Veterans Affairs Medical Center, 4150 Clement

CONTINUING EDUCATION

MEDICINE

Bay Area Seminars in Cytopathology. Thursday, Jan. 9 through Thursday, May 8. San Francisco.

General Surgery Postgraduate Course. Thursday, April 24 through Saturday, April 26.

Advances in Infectious Diseases. Wednesday, April 30 through Friday, May 2. San Francisco.

25th Annual Advances in Internal Medicine. Monday, May 19 through Friday, May 23. San Francisco.

Current Issues in Anatomic Pathology. Thursday, May 22 and Friday, May 23. San Francisco.

25th Annual Advances in Internal Medicine. Monday, June 23 through Friday, June 27. UCSF.

For more information, call 476-4251.

DENTISTRY

Street Drugs: Facts and Fallacies. Saturday, April 12. UCSF campus.

Surgical Complications in General Dentistry: Causes, Prevention, and Management. Friday, April 25. UCSF campus.

Update in Dental Hygiene Techniques and Therapy. Saturday, May 3. UCSF campus.

For more information, call 476-1101.

INFORMATICS CLASSES

The UCSF Library offers the following Informatics Training Seminars. Classes are held in S 165A Medical Sciences Building (MSB), the ILC Classroom at 222 Library (ILC) and the San Francisco General Hospital Library (SFGH). Please call 476-2337 for a complete schedule or check out the Informatics website at http://www.library.ucsf.edu/ed/class/

FTP Made Easy, Tuesday, April 15, 10 a.m.-noon (MSB)

The World Wide Web, Tuesday, April 15, 2-4 p.m. (SFGH) and Thursday, April 24, 10 a.m.-noon (SFGH)

Drug Information Sources, Thursday, April 17, 10 a.m.-noon (ILC)

Introduction to the Internet, Thursday, April 17, 10:00-noon (SFGH) and Monday, April 21, 2-4 p.m. (SFGH)

Using Endnote (Windows 95), Wednesday, April 23, 3-5 p.m. (SFGH)

Managing Information Overload, Thursday, April 24, 6-8 p.m. (MSB)

COMPUTER TRAINING

Facilities Management offers the following classes for PC users. All classes held at the FM Training Room, 3130 20th Street. Shuttles leave from UCSF/Mount Zion, Parnassus and SFGH. Half-day class is $135, full-day is $215. Call 476-6825.

DEVELOPMENT & TRAINING

Post-Award Management of Extramural Funds. Tuesday, April 15 and Friday, April 18, 8:30 a.m.-12:30 p.m. $60.

Communicating with Confidence, A Workshop for Non-Managers. Tuesday, April 22 and Friday, April 25, 9 a.m.-12:30 p.m. $90.

Contracts and Grants Workshop. Tuesday, April 29, 9 a.m.-noon. $40.

Supervisor's Guide to Performance Evaluation. Thursday, May 1, 8:30 a.m.-4:30 p.m. $40.

Business Writing Basics. Tuesdays and Thursdays, May 6, 8, 13 and 15, 10 a.m.-1 p.m. $100.

Medical Terminology: An Introduction. Tuesdays and Thursdays, May 6, 8, 13 and 15, 2-4:30 p.m. $100.

Critical Thinking Skills. Wednesdays and Fridays, May 7, 9, 14, 16, 21 and 28, 8:30 a.m.-noon. $200.

Material Management Workshop. Tuesday, May 20, 8:30 a.m.-12:30 p.m. $40.

Strategies for Success in a Sped-Up Society. Thursday, May 22, 8:30 a.m.-4:30 p.m. $100.

For more information, call 476-4032.

CRIME PREVENTION

Presentations are made by the UCSF Police Department to campus departments and employees in the workplace by appointment. Call 476-5683.

RAPE PREVENTION

Personal safety, rape and assault prevention presentations are sponsored by the UCSF Rape Prevention Program. For an appointment, call 476-5222.

AIDS/HIV SUPPORT

Confidential care is available for people with AIDS and others affected by the epidemic. Individual risk assessment and referrals, drop-in support for men and women, and other regular support groups are sponsored by UCSF AIDS Health Project. Call 476-6430.

What's Happening

Regular meetings and ongoing support groups

Sunday

Healing Garden Working Days: UCSF/Mount Zion Cancer Center Healing Garden, 2356 Sutter. Call for dates: 885-3693.*

Monday

Art for Recovery: Monday and Thursday afternoons. Cancer Center, Infusion Center, second floor. Call Cindy Perlis at 885-7221.

Drop-in Support Group for Women Living with HIV/AIDS: Free lunch and beverages provided. A 45. 11 a.m.-12:30 p.m. Call 476-2417 or 476-9289.

Health Professionals in Recovery: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous, 12-step emphasis. Meets twice a month. Noon. Call 476-8279.

Friends of Lois Al-Anon Meeting: Closed meeting: for friends & families of alcoholics only. Room 521, MCB. After Jan. 1, will meet in Room 3, MCB. Noon. Call 626-5633.

Breast Cancer Support Group: J 223, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6-7:30 p.m. Pre-registration required. Call Debra Marks at 885-7415 ext. 42529.

Colorectal Cancer Support: Second and fourth Mondays. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:00 p.m. Call 885-7585.*

Melanoma Support Groups: Meets first and third Mondays for patients and family members. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:30 p.m. 885-7585*

AIDS Health Project Workshop: For anyone dealing with HIV or AIDS in themselves or others. Gazebo Room, Davies Medical Center 7-9 p.m. Call 476-3902.*

Tuesday

SFGH Circle of Sisters: Monthly networking forum for black women working and studying at UCSF/SFGH. Call 206-8314.

UCSF Staff Council Meeting: Third Tuesdays. 11 a.m.-1 p.m. S 609. Call 476-9977.

MHONA: For victims of trauma with cross disabilities. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Helpline at 759-7923 provided daily, 7 a.m.-10 p.m.*

Exercise & Physiology Class for Cancer Patients & Survivors: Mount Zion Cardiac Care Gymnasium. 12:30-1:30 p.m. Pre-registration required. Call 885-3693.*

Gospel Choir Rehearsal at UCSF: At MCB, noon. Call 502-0106.*

Parkinson's Disease Education & Support Group: For people with Parkinson's & their caregivers. Third Tuesdays. Christ Church, Lutheran, 1090 Quintara (at 20th Ave). 2-4 p.m. Call 476-9276.*

Parnassus Players: UCSF's theater group meets first Tuesday at Millberry Union Conference Center. Times vary. Call 921-3231.*

Nurses' Pain Association Meeting: Second Tuesdays. 5:30-7:30 p.m.* Call 476-6100 ext. 40225 for location and topic.

Women's Psychotherapy Group: Langley Porter. 6:00-7:30 p.m. For eligibility requirements and registration call Elaine 931-1958.

Gynecological Cancer Support Group Forming: 6:00-7:30 p.m. For location and registration call Debra Marks at 885-7415 ext. 42529.

UCSF Leukemia Society Family Support Group: Families and patients welcome. Second Tuesdays, 6-7 p.m. Room S-170. Call facilitators first at 476-4052 or 476-5965.

Brain Tumor Support Group: First Tuesdays. C 130. 7:00-8:30 p.m. Call 284-0208.*

Gay Men's Therapy Group: Tuesdays, 6-7:30 p.m. Call 353-7277.*

Wednesday

Gay, Lesbian, Bisexual Association at UCSF Meeting: Second Wednesdays. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues attend. Call 282-9650.

Support Group for Family/Friends of Those with Mental Illness: Call Laura Deering-Mayclin at 476-7394.*

Latin American Campus Association Meeting: Second Wednesdays. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

Latin Women Coalition: For Latina faculty, staff and students. Noon-1 p.m. Call 476-7117.*

Parnassus Al-Anon Meeting: For friends and families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

Tai Chi Classes: Staff welcome. UCSF/Mount Zion Cancer Center. Healing Garden, 2356 Sutter. 12-1 p.m. 885-3693.*

Elder Care Resource Class. Wednesdays 12:00-1:00 p.m. C 258 and Thursdays, 11 a.m.-noon, Room 3 Mission Center Building. Call Jane Mahakian, 476-2692.

Alcoholics Anonymous Meeting: Closed meeting: Conference Room 3, first floor, MCB. 12:05 p.m. Call 621-1326.

MHONA: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. See Tuesday listing.

Trauma/Injury Support Group: First and third Wednesdays. SFGH Library, Bldg. 30, room 3101. 2:30-4 p.m. Call Laurie Barkin at 206-8402 or Dr. Yigal Ben-Haim at 753-1000.

Cultural Diversity Enhancement Committee: Third Wednesdays. 3-4 p.m. L 169. Call 476-2252.

General Cancer Support Group: Room J 223, UCSF/Mount Zion Cancer Center, 2356 Sutter St., 5-7 p.m. Call 885-3693.

Incest Survivor Support Group for Women : Must attend for one year. 5:30-7 p.m. For screening, call 476-7526 or 476-7085.

San Francisco City Chorus Rehearsal: 7 p.m. Call 765-SONG.

Eating Disorders Support Group: Open to anyone dealing with an eating disorder in themselves or others. Meets first and third Wednesday. M 688. 7-8:30 p.m. Call 332-3425.*

Co-Dependents Anonymous Meeting: 12-step program for people with dysfunctional relationships. A119, LPPI. 8-9:30 p.m. Call 432-3529.*

Long-Term Psychotherapy Group: Meets 5:30-7 p.m. Contact Elaine at 476-7442.

Thursday

AWAKE Meeting: Support and education group for people with sleep apnea and their families. Third Thursdays. Bring CPAP equipment for check-up. Call 885-7886.*

Dance Therapy for Cancer Patients: Mount Zion cardiac care gymnasium, 10:30 a.m.-noon.Registration required. Call 885-3693.

Gospel Choir Rehearsal at UCSF: Weekly rehearsals at Parnassus. Noon. Call 502-0106.*

Black Caucus: First Thursdays. Noon. Call KING hotline at 502-KING.

Head & Neck Cancer Surgery Support Groups: Separate groups for patients and families meet on second and fourth Thursdays. J 221, UCSF/Mount Zion Cancer Center, 2356 Sutter. 1-2 p.m. Call first 885-7623.*

Association of Clinical Research Nurses Meeting: Alternates monthly between UCSF and Stanford. 5:45-7:30 p.m. Call 476-0683.*

Prostate Cancer Support Group: Second and fourth Thursdays, 6-7:30 p.m., J 223, UCSF/Mount Zion Cancer Center, 2356 Sutter St. Registration required. Call 885-7415, ext. 42508.

Support Group for Women Living with Life-Altering Illness: Alternate Thursdays. 6-8 p.m. Call 775-2854 to pre-register.*

Friday

Circle of Sisters: Networking forum for black women working and studying at UCSF. Second and third Fridays. Noon-1 p.m. Call 502-5666.

Weight Watchers Meeting: S 159. Noon-12:45 p.m. Call 476-3904.*

Alcoholics Anonymous Meeting: Closed meeting: C 417. 12:10-1 p.m. Call 621-1326.*

Goldman Institute on Aging Caregiver Support Group: First Fridays. $10 per meeting. 3330 Geary Blvd. 2-4 p.m. Call 986-2305.

For information on 12-step and support groups, call the Bay Area Self-Help Center at 772-4357 or the Mental Health Association of San Francisco at 882-6230.*

*OPEN TO THE PUBLIC

Newsbreak deadline

Tuesday, April 15 is the deadline for items to be listed in the next calendar, which covers April 26 – May 9, 1997 (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for the calendar to Brad Foss at (bfoss@itsa.ucsf. edu), mail it to Box 0462, send a fax to 476-3541, or bring it to UCSF/ Laurel Heights, 3333 California St., Suite 103 or call 476-3163. To submit information for Newsbreak/ Medsounds send email to Lisa Cisneros at (cisnero@itsa.ucsf.edu), or fax it to her at 476-3541.

Breast cancer screenings

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.Women need the approval of their physician, in addition to their doctor's full name, address (including room number & zip code) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $75. Call 476-2193 between 9 a.m. and 3 p.m. to make an appointment. Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Thursday, April 24, UCSF/Lakeshore.

UPCOMING EVENTS

Lifestyles series for gays and lesbians

The Lesbian, Gay, Bisexual, Transgender Students Association of UCSF is sponsoring a "lifestyles" series titled "Living Out, Living Well" throughout April and into May. All programs run from 7 to 8:30 p.m. in N 225.

A diverse panel of gays and lesbians shares their experiences of getting older on Tuesday, April 15 with "Living Out, Living Well, Growing Older." On Tuesday, April 22, "Being Out, Being Yourself" is the topic of a discussion tailored to health care professionals, and on Thursday, April 24, couples in long-term relationships share their experiences in "Together...for Keeps." Other programs include "All Work and No Play?" on Tuesday, April 29 and "Spirituality: There's a Place for Us" on Tuesday, May 6. For more information, contact Chris Leptak at 661-9567.

Local auction benefits Fresno foundation

For nearly three decades, Roger Larson, professor emeritus of the UCSF-Fresno Medical Education Program, has collected antique books and ephemera on the exploration, exploitation and settlement of the American West. On Friday, April 25 and Saturday, April 26, Larson will surrender his cache at an auction to benefit the UCSF-Fresno Foundation, of which he served as president for three years. The event will be held at the Pacific Book Auction Galleries in San Francisco.

Items to be auctioned include an original oil painting of Yosemite Valley during the 1890s by John Englehart and an original, signed Ansel Adams photograph shot from the UC campus. Other items related to the history of the University of California will also be available.

Further information on the auction — mail and telephone bids will be accepted —may be obtained by calling the Pacific Galleries at 896-2665.

Walk to help infants

Help prevent birth defects and infant mortality by participating in WALK-AMERICA, a 10-kilometer walk to take place in cities across the nation on Saturday, April 26. The walk begins and ends at the Great Meadow at Fort Mason. Participants bring in donations by collecting money from sponsors of their walk. Registration for the walk begins at 8 a.m., the walk begins at 9 a.m. Sponsor envelopes can be obtained through UCSF Public Service Programs at 476-4394.

Community meeting

The UCSF/Mount Zion Medical Center will hold a public meeting on Tuesday, April 29, 7 p.m., in the executive board room, second floor, 1600 Divisadero St., to discuss neighborhood concerns. The meeting is the first of three remaining community meetings to be held this year. For more information, call UCSF Community Relations, 476-3206.

Forum on long-term care coverage

An overview of long-term care insurance will be presented by the UCSF Faculty Association on Wednesday, April 30 from 4 to 5:30 p.m. in Cole Hall. A panel that includes insurance industry representatives will discuss the features of these plans, as well as issues UCSF might consider in offering its own long-term care coverage. Benefit eligibility screening, provider networks, and monitoring the quality of care will be discussed.

Psychiatry symposium

"Developmental Issues for Adolescent Girls" is the title of the annual spring symposium sponsored by the department of psychiatry on Saturday, May 3 at the Hotel Westin St. Francis from 8:20 a.m. to 4:30 p.m.

Faculty-led discussion groups will explore the transition into adolescence, meanings of menstruation, raising daughters of color, moral development, negotiating conflicts, eating behaviors, and the impact of divorce. Advance registration of $75 is required. CME credit is available. For more information and to register, call 476-5808.

Senior health forum

The UCSF/Mount Zion Center on Aging will offer two free health care programs of particular importance to older men and women. "Managing Aches and Pains of Arthritis" will be presented Saturday, May 3 and a discussion titled "Vision and Hearing: Making Sense of Our Aging Senses" will take place on Saturday, June 21. Both programs are from 8:30 a.m. to 12:30 p.m. at the UCSF Laurel Heights Conference Center, 3333 California St. Seating is limited, and pre-registration is required. For more information, call 750-5342.

Adieu to Martin

Come bid farewell to Chancellor and Mrs. Joseph B. Martin at a special black tie/white labcoat dinner at The Ritz Carlton Hotel on Wednesday, May 7 beginning at 6:30 p.m. Invitations are $50 each and can be purchased by calling 476-4723. The event is being hosted by the UCSF and Mount Zion auxiliaries and the UCSF Foundation.

Alice Walker speaks

Winner of the 1983 Pulitzer Prize and the American Book Award, Alice Walker will read from her recently published collection of essays titled "Anything We Love Can Be Saved: A Writer's Activism" on Monday, May 12 at 7 p.m. in Cole Hall. The event benefits the Women's Resource Center. Walker's best-selling books include "Possessing the Secret of Joy," "In Search of Our Mother's Gardens" and "The Color Purple." Tickets purchased in advance are $15 for the general public, $10 for UCSF students. A $5 charge will be added to all tickets purchased at the door. To purchase tickets, call 476-5222.

LPPI luncheon

The annual meeting and luncheon of the Friends of Langley Porter Psychiatric Institute will be held Monday, May 12 from 12 to 2 p.m. at Harris' Restaurant in San Francisco. Louann Brizendine, associate clinical professor of psychiatry and director of the hormone assessment clinic, will present "Mood and Sex Hormones: Youth and Aging." The luncheon is $40. For information, call 476-7033.

Same-gender sexual harassment talk

The Office of Sexual Harassment Prevention and Resolution is sponsoring a one-hour presentation on same-gender sexual harassment on Thursday, May 15 from 12 to 1:30 p.m. in Toland Hall. Registration is not mandatory, although the program sponsors do request that you RSVP to 476-5186 so they can determine the expected number of attendees.

Fair promises to be both fun and informative

From the benefits of peddle power to the money- and energy-saving advantages of changing the lights, UCSF's Earth Fair 1997 will have it all, even a look at the impact environment and conservation efforts can have on animals and far-away tropical rain forests.

Both educational and entertaining, the fair will be held April 18 from 11:30 a.m. to 1:30 p.m. at Millberry Gym. It will feature giant puppets, give-aways, games, music, food and local merchants and organizations demonstrating earth-friendly products. Wise Fool Puppet Intervention, a performing "community" of puppets and stilt walkers, will begin the event with a theatrical parade down Parnassus Avenue.

Participants will be able to see the inner workings of a low-flow toilet and learn why it is efficient and water-conserving; learn why bicycles are viable alternate modes of transportation; and discover why a motion detector is effective in conserving energy.

Representatives of Pacific Gas & Electric will be on hand to provide energy-efficiency tips and will explain why incandescent bulbs have been called the "gas guzzlers" among energy experts. They will demonstrate other lighting options and will show how to save anywhere from 5 to 20 percent on electricity bills.

"This fair will give the public an opportunity to see first hand and up close just what water and energy-saving products and devices are available so that everyone can conserve, not just at our University, but at home as well," says Dave Bohler of the UCSF Facilities Management Department, sponsor of the energy and water awareness program.

For more information about the fair or the awareness program, call 502-8350, or email hydrowatt@fm.ucsf.edu.

Lisa Cisneros

A gala of a good time

Pride & Joy performed before a sold-out crowd at the Black & White Gala on April 4. The annual event was sponsored by Owens & Minor, Morse Diesel International and SMP Architecture.

Conference shows off next-generation technology

Among the highlights of the recent two-day UC-wide technology conference was a showcase of innovations, including a history-making demonstration that united three world educators from remote sites.

A team from UC's Lawrence Berkeley National Laboratory showed off the Multicast Backbone, or MBONE, a video-compression program that allows the broadcast of live video signals to be transmitted over the Internet simultaneously to an unlimited number of viewers while using a limited amount of bandwidth.

It was the first time an MBONE broadcast had been attempted from China. UC President Richard C. Atkinson joined a conference on distance learning education between Berkeley Chancellor Chang-Lin Tien and Wang Dazhong, president of China's renowned Tsinghua University in Beijing.

Although the image and sound were somewhat broken and distorted, audiences in Berkeley, UCLA and China watched as the educators exchanged warm greetings. "While our experiment today was less than perfect, in three years this sort of communication will be routine and students throughout the world will be sharing ideas and learning from each other," Atkinson said after the broadcast.

Faculty, staff and students conducted more than two dozen formal and informal demonstrations of Web applications developed on UC campuses.

One of the more dramatic examples of "next-generation learning" was provided by Helene Hoffman and Mark Danks of the Learning Resources Center at UC San Diego's School of Medicine. Their demonstration unveiled a prototype program that explores the human body via 3-D-virtual reality and employs multimedia resources.

After donning special 3-D glasses, users were shown bright images on a computer screen. With special virtual reality gloves linked to the computer, Danks was able to "grab" any various body organs displayed on the computer screen and manipulate them in 3-D space.

"We're trying to enable a student to do whatever he or she wants to in a virtual environment to make this a rich and full learning experience," said Hoffman, director of the Learning Resources Center and associate adjunct professor of medicine at UCSD. "Part of the research we're undertaking here is not just to create a virtual world, but to quantify the efficacy of virtual environments for medical school classes."

—Story courtesy of Wendy Soderburg of the UCLA Today staff.

Conference (from page 1)

walking into a challenging environment instead of stepping back in time," asks Tony Hunt, professor in the departments of biopharmaceutical sciences and pharmaceutical chemistry.

"Information technology will significantly impact how health care gets delivered and therefore we need to prepare them for what to expect," he says.

Although medical informatics — or the application of information technology to medicine — is in its infancy, health care professionals today have access to an overwhelming amount of online information: patient records, DNA sequences, virtual cadavers and MRI images, to name a few. Hunt's own efforts have made the possibility of studying the response to drug toxicity a reality among a virtual pool of patients.

"As those things evolve, our students will need this kind of training and therefore, we will need to revise our education programs to make use of these new technologies," says Hunt. "But the fact that we're riding backwards in a caboose means that we don't see what's coming until it's behind us."

Hunt and others say UC needs to better support and encourage technological developments to improve education and health care.

Financial support for incorporating technology into teaching and research varies among departments and campuses — often with limited cooperation or communication between them. That's why UCSF conference attendees recommend that the Office of the President set up a computerized archival system to keep track of "what others are doing so we don't have to reinvent the wheel," as Wilson puts it.

A team of UCSF faculty didn't have to start from scratch when it revitalized its program in medical information science (MIS) last October. Born in the early 1970s at UCSF, the MIS program conferred both master's and doctorate degrees until the mid-1980s, when the departure of several key faculty, coupled with the campus' decision to invest its limited resources in other research endeavors, contributed to a sharp decline in students. By 1988, the program stopped accepting new students.

But with the flurry of new academic and research activities related to medical informatics at UCSF, the program was revived. Today, technology trailblazers are concentrated in the School of Nursing, the departments of laboratory medicine and radiology, the library, the Laboratory of Radiological Informatics, the Computer Graphics Laboratory, the Molecular Design Institute, the Institute for Health Policy Studies and the Cancer Center.

"Our new plan is that the MIS program will evolve into a multi-school department. We want to build a case that UCSF should be a center for training new health professionals in information technology," says Hunt.

UCLA Today staff writer Cynthia Lee contributed to this report.

Investment Fund Performance

Total rates of return for the UC 403(b), DCP, and comparative indices

Ending Jan. 31, 1997

UC Fund/Index	1 Month	3 Month	12 Month	5 Year*	Year To Date
UC Savings Fund	**0.46%**	**1.50%**	**6.21%**	**6.86%**	**0.98%**
US T-Bill (1-Yr)	0.44	1.34	5.58	4.83	0.90
UC Money Market Fund	**0.41**	**1.34**	**5.49**	**4.67**	**0.87**
US T-Bill (30-Day)	0.39	1.30	5.23	4.26	0.84
UC ICCF Fund	**0.56**	**1.81**	**7.65**	**8.08**	**1.18**
UC Bond Fund	**1.35**	**-2.83**	**16.38**	**12.12**	**1.38**
Lehman Bros. Gov't/Corp/Yankee	0.21	-0.60	5.02	7.51	0.52
UC Equity Fund	**0.42**	**3.72**	**18.36**	**15.88**	**5.03**
S&P 500	0.81	4.97	26.18	16.93	7.07
UC Multi-Asset Fund	**0.62**	**1.32**	**12.26**	**10.63**	**2.45**

* Annualized rate of return reflects average over the past five years.

Unit values for variable funds as of Jan. 31, 1997:

Equity	**$173.20**
Bond	**87.12**
Multi-Asset	**20.33**

Unit values are similar to mutual fund share prices and change monthly to reflect changes in the market value of the fund's underlying investments, inclusive of interest and dividend income. Past performance is neither a guarantee nor a predictor of future returns.

Source: Jerry Neal, UCSF Benefits and Financial Planning

MEDICAL CALL BOARD

Alcoholism

The Gallo Center in the department of neurology is still seeking participants for a genetic study on alcoholism and personality. Participants must have at least one sibling who will also participate in the study, and one of the two must be alcoholic or in recovery from alcoholism. Cash compensation. For more information, call 648-7111, ext 308.

Bone density

The UCSF Program in Osteoporosis and Bone Biology is conducting a study investigating bone changes during the menstrual cycle. Young healthy women between the ages of 25 and 40 who have regular menstrual periods (every 24 to 34 days) and who have not taken birth control pills for the past three months are invited to participate. Participants will receive $100 and a free bone density test, the most practical way to predict the risk of osteoporosis in the future. For more information, call Kit Chiu at 502-8674.

Diet and breast cancer

Post-menopausal women who have been treated for non-metastatic breast cancer are needed to participate in an eight-week outpatient study looking at the relationship between dietary fat and fiber and blood levels of cholesterol and estrogen.

To be eligible for this study women must: be willing to eat only food which is prepared by the research study dietary personnel; be able to eat one meal a day in the dining room of the General Clinical Research Center on 12 Moffitt; be able to take study meals home for the weekend; and have blood drawn every two weeks during the 8-week study. Participants must not be currently taking Tamoxifen or estrogen or cholesterol lowering medication. For more information, call 476-7931.

Heart disease

Researchers are seeking women at high risk for heart disease in order to identify which risk factors are most important in women and to help reverse these. FLASH, or Females, Lipids, Activity and Sex Hormones, is funded by the National Heart Lung and Blood Institute. Participants will learn their individual risk for heart disease by participating in this study. Participants should be women over 60 years old, particularly those who are at increased risk for cardiovascular disease, i.e. smokers, obese, sedentary, hypertensive, diabetic, have elevated cholesterol levels greater than 240 or have a family history of premature cardiovascular disease. The study involves spending one morning in the Echocardiography Lab. Participants will have a treadmill echocardiogram, ultrafast CT and cholesterol screening. Any expenses associated with the study, such as parking, will be reimbursed. For more information, call nurse Julie Russell at 476-9401.

Medsounds

Auxiliary gets big donation for Cirque du Soleil benefit

Cirque du Soleil's benefit performance for the UCSF/Mount Zion Auxiliary in Oakland has been sweetened by a generous contribution from John Kerner, clinical professor of obstetrics. A longtime champion of the auxiliary's work to improve patient care services, Kerner donated $10,000 to the cause.

"He has been a supporter of the auxiliary for decades," says Karen Wener, president of the auxiliary. "With all of the changes the hospital has undergone, the one constant has been patient needs, and Dr. Kerner clearly understands the way the auxiliary fits into the picture."

Canada's premier circus troupe, Cirque du Soleil usually sells out, but the auxiliary has obtained tickets to the Saturday, June 21 evening performance. Tickets are available for $100 each. For an extra $50, ticket-holders receive dinner before the show at nearby Shenanigans restaurant in Jack London Square. Proceeds from ticket sales will be used for patient needs at UCSF/Mount Zion and in the UCSF Cancer Center.

Auxiliary ticket-holders will be seated in some of the best seats in the house, says Wener.

A handful of tickets will be raffled off by the auxiliary. Employees may purchase raffle tickets at the gift shops at Parnassus and UCSF/ Mount Zion and at special tables in other campus locations for $2 each or 3 for $5.

The next drawing is on Wednesday, April 16. A third and final drawing will be held in May. Lynn Silverstein, a clinical lab technologist at San Francisco General was winner of the first drawing in March.

Tickets are available through the auxiliary office at 885-7354.

Brad Foss

Neff Rotter, Vicki Kleeman, and Patty Sanford look over past issues of Volunteer Services' newsletter, Caring Connections.

Volunteer newsletter wins state award

Caring Connections, the quarterly newsletter of UCSF Volunteer Services, received a first place award in the annual publication competition held by the California Association of Hospitals and Health Systems (CAHHS).

Delivering news and human interest stories about volunteers at Parnassus and Mount Zion, Caring Connections has been published for more than 11 years. The publication won in the large hospital category.

Articles are written by Volunteer Services staff, including director Vicki Kleeman, and then edited by volunteer Neff Rotter, a novelist. Patty Sanford, who works in the communications department for a realtor, also edits stories and is responsible for the newsletter's design. Kleeman has been very pleased with the product ever since acquiring the assistance of these two professionals.

"They make it seem easy," Kleeman says. "I'm thrilled."

The award was presented at a recent CAHHS conference in Palm Springs.

Don't be a stroke statistic – know signs and symptoms

By REBECCA HIGBEE

Each year, more than 550,000 Americans will suffer a "brain attack," a fact that specialists at the UCSF Stroke Service are helping to curb with public education.

"The challenge is getting patients and their family members to recognize strokes in time to receive appropriate and effective treatment," says Daryl Gress, UCSF assistant professor of neurology and director of the UCSF Stroke Service.

The American Academy of Neurology sponsored the first national conference on stroke education and treatment in Washington, DC, on March 20 to increase awareness of stroke.

Gress says large outreach efforts, such as the Washington conference, are crucial in spreading important and correct information about stroke signs and symptoms, prevention and treatment. Most importantly, Gress says, the public needs to understand that a stroke is a "brain attack," and should be treated as an emergency.

"Those who feel they may be having a stroke, or that a loved one may be having a stroke, should call 911 right away," he says. "If administered within the first few hours of symptoms, new advances in stroke treatment can help minimize damage to the brain and thereby reduce the death and disability due to stroke."

Stroke is the third-leading cause of death after heart disease and cancer, killing 150,000 men and women a year in the US. More than 15,000 Californians die every year from stroke, which is the number one cause of adult disability and costs the nation about $40 billion a year in medical bills.

Caused by the sudden interruption of blood flow to a part of the brain, a stroke occurs when an artery becomes clogged by a blood clot, cutting off the supply of vital oxygen. Brain tissue, deprived of oxygen, dies within minutes.

At greatest risk for stroke are people who have diabetes, high blood pressure, heart disease or elevated blood cholesterol, or who smoke, drink alcohol excessively or are obese. Age is also a factor. More than 70 percent of stroke victims are aged 65 or older, and the risk of stroke doubles for every decade over age 55.

"People who are having stroke symptoms, or think they have had a brain attack, should call 911 immediately," says neurologist Wade Smith, assistant director of the UCSF Stroke Service. "Too easily, many stroke sufferers brush off their symptoms, waiting for hours or days to see if the signs go away."

Signs of stroke

- Sudden weakness or numbness of the face, arm and leg on one side of the body;
- loss of speech, trouble talking or understanding speech;
- unexplained dizziness or unsteadiness;
- blurred or double vision;
- temporary loss of vision in one eye.

Aging (from page 1)

"prescription of first choice" in managing these patients, they have been slow to embrace the idea, says Stewart.

In addition, older adults, particularly women, were not raised with the notion that they should exercise. Many must now be educated to believe that they are never too old to engage in physical activity, she says, and exercise itself is not the end result but a path to a fuller, healthier life.

"We're trying to get people to find things like swimming, walking, group exercise, line dancing — something they like that they can stick to. The goal is to build a fully participating active person," Stewart says.

Stewart would ultimately like to see the center serve as a clearinghouse that would offer education, resources and referrals to community-based exercise classes for older adults.

The Center for Active and Healthy Aging is the latest program of the expanding Institute. Directed by Carroll L. Estes, the UCSF Institute for Health & Aging is an organized research unit of UCSF and has been a leader in research, education, and public service in aging and health issues. Researchers number 23 full-time and more than 90 affiliated faculty from UCSF's schools of medicine, nursing, dentistry and pharmacy.

The Institute's research studies and projects have included the costs of smoking, which have led to current tobacco legislation, the establishment of a nationally recognized center for statistical data on disability, and the only project nationwide that studied the barriers to effective breast cancer screening for low-income and ethnically diverse women.

Merger (from page 8)

cially robust clinical services to UCSF's academic missions, Debas told lawmakers that income from UCSF hospitals finances 90 percent of the clinical faculty and one-fifth of research at the medical school. The University also depends on an active and fiscally sound hospital to:

- recruit and retain the best faculty, students, and medical residents; and
- treat a wide and varied patient population, essential for the best medical education and the development of clinical skills.

The clinical income of the faculty has dropped significantly as reimbursement for clinical services has been drastically cut, Debas said.

UCSF has not received capital funding from the state for patient care facilities since the early 1980s, and all subsequent renovations and new buildings, such as the two medical office buildings at UCSF/Mount Zion, have been built with UCSF Medical Center's patient care revenues.

The only direct support UCSF Medical Center currently receives from the state comes in the form of an $11.8 million annual payment for clinical teaching support. After the merger, it is planned that state teaching funds will go to the UCSF School of Medicine to continue to support clinical education.

"In the endless discussion of the business plan and the rhetoric of a variety of groups with their own agendas, we have lost sight of a great vision and unique opportunity," Debas said. "Together, these two great medical centers will become perhaps the best academic health center in the country."

Work (from page 8)

a negative impact on their finances."

Indeed, employees who are injured on the job receive about two-thirds of their salary from workers' compensation. The payment is capped at $490 per week, Vogelei says.

Generally, employees participating in the modified work program will not receive worker's compensation temporary disability benefits, but rather, will be paid their normal base pay rate. Employees who choose not to participate in the mandatory program are not eligible for workers' compensation temporary payments.

Since the program is task-based and not position-based, employees may rarely be assigned to perform tasks in other departments, although work will be primarily assigned in the employees' home department. Employees are able to participate in the program for up to 90 days. It is expected that an employee's ability to perform tasks will improve over time. If an employee's physical condition does not improve, however, he or she will be placed on temporary disability.

Managers are expected to educate staff about the program so that everyone understands the procedures. It is important, too, that co-workers understand the limitations of employees placed in the program so they do not ask them to perform tasks outside the scope of their modified job description.

For more information on the program, call Employee Health Services at 885-7580.

Child (from page 8)

McKensie's condition was diagnosed late in the pregnancy in Arizona. Because of its severity, the obstetrician suggested that Jerri contact Harrison at UCSF. The Mabrys flew to San Francisco, and McKensie was delivered the very next day.

Minutes after she was born, Harrison did a surgical repair that involved moving the intestines and organs into their proper cavity, then closing the hole. McKensie spent almost two weeks in UCSF's Intensive Care Nursery, where she received follow-up treatment and her lungs were given the chance to recover from the period of fetal development in which crowding in the chest cavity caused poor circulation.

At birth McKensie was given a 20 percent chance of survival, but excellent medical treatment and good luck prevailed.

Today, many cases of CDH are diagnosed early in the pregnancy with ultrasound, and corrective surgery takes place in the fetus using surgical techniques pioneered by Harrison and a UCSF team. Fetal intervention is considered high-risk, and the CDH procedure often serves as a life-saving option because it makes it possible for the lungs to grow normally during the remainder of fetal development.

When CDH diagnosis is made too late in the pregnancy for fetal intervention, there now is a procedure called ECMO, or extracorporeal membrane oxygenation. ECMO is administered after the child is born and acts as a substitute for lung function.

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INSIDE

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New back-to-work program for injured employees

Medical Center employees who are injured on the job now can return to work with full pay in a program that adjusts their tasks while they recover.

The goal of the Temporary Modified Work Program, officially introduced last month, is to keep employees working while they recover from a work-related injury or illness.

"Employees will be provided with transition work during the recovery period in order to accelerate the healing process and allow them to continue to work productively," says Bruce Schroffel, interim director of the Medical Center.

Under the new program, Employee Health Services practitioners will diagnose and treat an injured employee and then will assess whether the employee is physically able to work. Employee Health Services clinicians then consult with managers to assign appropriate tasks suited for their ability. Both managers and Employee Health Services monitor the employee's progress.

"There have been multiple studies nationwide that prove that injured workers who get back to work earlier recover faster, are less likely to be depressed, don't lose their work connection or get behind in training," says Lynn Vail, one of three nurse practitioners who works at Employee Health Services. "There are many benefits to return-to-work programs."

Studies also show such programs benefit employers by reducing worker's compensation costs for temporary and permanent disability, retraining and cross-training, and medical care. "It's a win-win situation for everyone," Vail adds.

So far, about 30 employees are participating in the program, according to Diane Vogelei, a nurse practitioner who is now working as case manager to track individual and global statistics. "The majority of our employees would rather go back to work. For some, being out of work has

(See **Work** on page 7)

Chris T. Anderson

Celebrating her 10th birthday, McKensie Mabry cuts the cake after meeting the surgeon who saved her life, Michael Harrison at the UCSF Medical Center.

A birthday wish comes true at UCSF

By CORINNA KAARLELA

McKensie Mabry of Mesa, Ariz., celebrated her 10th birthday last Friday with a special trip to meet the surgeon who saved her life. For McKensie, the meeting was a wish come true.

Michael Harrison, director of the UCSF Division of Pediatric Surgery and the UCSF Fetal Treatment Program, was reunited with the child at the medical center. A decade ago, Harrison performed surgery on McKensie immediately after she was born and then gave intensive followup treatment.

A few years ago, her parents Jerri and Mark Mabry told McKensie the dramatic story of how her life began, and she began wanting to meet her "special doctor." McKensie asked her parents so often for a trip to San Francisco that they decided to make it happen.

McKensie was born with a condition known as congenital diaphragmatic hernia, or CDH, in which the diaphragm — the muscular partition dividing the chest and abdominal cavities — does not develop properly in the fetus. The faulty diaphragm leaves a hole that allows the intestines and other organs to move up into the chest space where the lungs are supposed to develop. This condition typically means a child is born with abnormally small lungs that often cannot sustain life.

(See **Child** on page 7)

UC officials testify to state budget panel

Merging UCSF's clinical enterprises with those of Stanford to reduce costs and increase patient volume is the most surefire way for the University to remain solvent to fund its teaching, patient care, and research missions, UC officials testified in Sacramento last week.

School of Medicine Dean Haile Debas told legislators at a special hearing held by the Senate and Assembly budget committees that "uncontrolled competition by for-profit HMOs for patient care dollars and managed care is threatening the existence of academic health centers." The committees met to discuss the overall health of academic medical centers. Representatives from UC San Diego and UC Irvine also addressed the committees.

Academic medical centers face added costs in the clinical setting, such as teaching and providing indigent care.

While the new organization, UCSF Stanford Health Care, is obligated to provide the clinical services necessary to support the educational goals of both universities, it would not be subject to the state's open meetings law.

Lawmakers have introduced legislation requiring the new organization to be subject to the open meetings law and the Public Records Act.

While UC officials acknowledge that the merger faces these and other legal challenges, they are proceeding with plans to combine the clinical enterprises as of July 1.

To highlight the importance of finan-

(See **Merger** on page 7)

Levasseur helps to ease enrollment pains

UCSF Registration Services eliminated what had become a notoriously long wait at their headquarters in the Ambulatory Care Center lobby by introducing the first-ever mail-in service.

Typically, registration services is jam packed during the winter pre-registration period as many patients are treated for the flu, while others come in for routine checkups.

Levasseur

But by enabling healthy patients to enroll through the mail, including those managed care patients converting to Brown & Toland Medical Group, patients in need of immediate medical attention could be seen in a more timely fashion.

"This took a considerable wait time off for people who had to pre-register at our offices," explains David Levasseur, a registration financial counselor, who oversaw the implementation of the mail service. "It was very much a team effort."

For helping to lead this team, and making the process run smoothly for UCSF's patient population, Levasseur gets a hearty THANKS.

Devised by Larry Smith, newly appointed chief financial officer of UCSF Stanford Health Care, and Hannah Brodzinsky, manager of registration services, the new program reduced the average pre-registration time to under five minutes. "This was about easy access," Brodzinsky says.

Of the 20,000 registration forms sent out, about 8,700 were returned by mail. "That's an extraordinary response rate," she says. "And David made sure we got their registration cards mailed right back to them."

Levasseur, who has been at UCSF for three years, says he's hoping the mail-in program is repeated next year. It's better for the staff, too, he says. "It takes a lot of the pressure off in taking care of patients."

THANKS!
"To Honor, Acknowledge, and Note Kindness and Service"

Brad Foss

Pictured from left are Rita and David Pearson, Stephen Tomlanovich and Nancy Ascher at a recent exhibition at UCSF designed to increase awareness for organ donation.

Raising awareness of organ donation

After seven months waiting on a national list for a kidney, 29-year-old Fresno resident Rita Pearson was told by her physician that she would need to begin dialysis. Later that same day, though, her life took a dramatic turn for the better when a donor organ was found.

Stephen Tomlanovich, associate professor of clinical medicine, performed a successful transplantation at UCSF, which to date has performed 5,000 such operations.

Tomlanovich reunited with Pearson, whose story is one of several highlighted in a black-and-white photo exhibition sponsored by Roche Laboratories, the focal point of a national organ donation campaign. Entitled "Transplanting A Miracle: Stories of Success," the photos were recently displayed at UCSF.

Pearson was chosen by Roche for her effort to increase public awareness for organ donation and transplantation research. Pearson, Tomlanovich and Nancy Ascher, chief of the transplant service, received Roche Community Service Awards for their efforts.

Seven to eight Americans die every day waiting for an organ, and more than 30,000 individuals are on kidney waiting lists, according to the National Kidney Foundation.

The public needs to get past the idea that someone "loses" during transplantation, Pearson says. "It's a win-win situation," she says. Since recovering from her transplant surgery, Pearson has taught computer classes at Heald Business School and works with her husband David to provide computer support in the Central Valley.